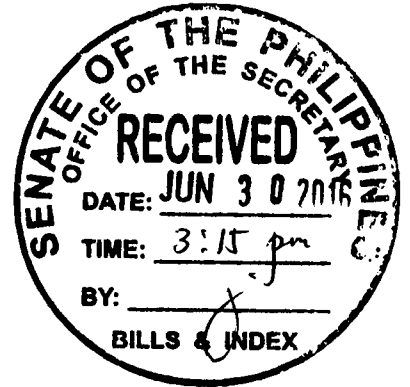


SEVENTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



SENATE
S. B. No. 71

INTRODUCED BY SENATOR ALAN PETER "COMPANERO" S. CAYETANO

AN ACT INCREASING THE MINIMUM BASE PAY AND ALLOWANCES OF THE PHILIPPINE NATIONAL POLICE (PNP) PERSONNEL AND PROVIDING FUNDS THEREFOR

EXPLANATORY NOTE

Police officials are mandated by the Constitution to maintain and preserve the peace and order in the country. They have given and continue to give much for the society - even risking their lives to protect the citizens and uphold peace and order. Yet the government has not provided them well enough compensation, not even a living wage.

An entry level Police Officer (PO1) only receives a basic salary of P14,834; such amount is way below the monthly living wage of P27,510 for a family of five (5) according to the National Wages and Productivity Commission. How can an entry level police officer provide for the needs of his/her family?

This bill seeks to double the current base pay of the lowest ranking police from P14,834 to P29,668 and increase its monthly allowances and other benefits from P7,862 to P20,862. Upon the passage of this Act, the minimum monthly gross pay of Police Officer 1 will amount to P50,530.

As part of the intensified efforts of the new administration to curb criminality and illegal drugs in the country, the police force will play crucial role in keeping all our streets crime and drug free. In the past years, the police force has been neglected both in terms of professional development and institutional support. Worse, there have been a number of personnel and officers who had been involved in petty and large-scale corruption cases. The increase in their monthly salaries and other benefits is a step towards revitalizing the police institution and attracting the best and the brightest young individuals to join the PNP.

Compared to our neighbouring countries, Filipino police and soldiers are underpaid. In Hong Kong, an entry level police officer receives a monthly salary of HK\$21,410 - \$34,255 or an estimate of P130,000-200,000 while in Singapore, they receive \$1,975 - \$2,537.50 monthly or an estimate of P66,000-85,000. A 2nd Lieutenant in Singapore's military receives a monthly salary of \$2,140-2,410 or \$2,660-\$2,890 when they are in combat service. This is approximately P72,000-P97,000.

Hence, the intent of this bill is to increase the base pay and allowances of Police Officers and Personnel of the Philippine National Police to give adequate compensation and additional benefits to men and women in uniform who risk their lives to protect the

citizens of this country. The daily risks and threats encountered by the police force in performing their duties are overwhelming given the limited logistical resources and manpower to combat crime. Furthermore, the enactment of this bill is supposed to bring back the dignity of the police profession and deter them from committing any corrupt practices.

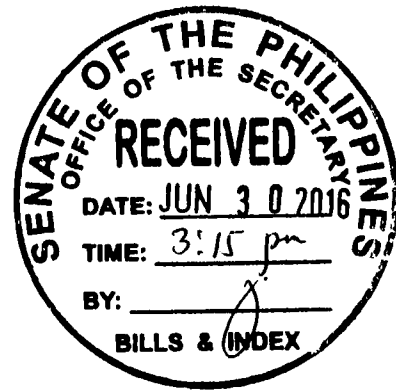
In view of the foregoing, the immediate enactment of this measure is sought.



ALAN PETER 'COMPANERO' S. CAYETANO
Senator

SEVENTEENTH CONGRESS OF THE)
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Be it enacted by the Senate and the House of Representatives of the Republic of the Philippines in Congress assembled:

1 **SECTION 1. Short Title.** - This Act shall be known as the "**PHILIPPINE NATIONAL POLICE (PNP)**
2 **COMPENSATION ACT OF 2016.**"

3
4 **SECTION 2. Declaration of Policy** – In Art. II, Sec. 4 and 5 of the 1987 Philippine Constitution, it is
5 stated that "the prime duty of the Government is to serve and protect the people" and that "the
6 maintenance of peace and order, the protection of life, liberty and property and promotion of the
7 general welfare are essential for the enjoyment by all the people of the blessings of democracy." It is
8 hereby declared the policy of the State to establish a highly efficient and competent police force for
9 the maintenance of peace, order and public safety.

10 **In view hereof, the compensation structure of the uniformed police personnel and officers shall be**
11 **rationalized accordingly. The remuneration for military and uniformed personnel shall be reckoned**
12 **on a separate Total Compensation Framework, to be authorized by the President of the Philippines,**
13 **which shall include: (i) base pay, including longevity pay; (ii) standard allowances and benefits; (iii)**
14 **specific-purpose allowances and benefits; and (iv) incentives and performance-based pay.**

15 **SECTION 3. Compensation Adjustment Strategy.** – To ensure that the compensation structure of
16 uniformed personnel of the Philippine National Police is comparable with the prevailing rates in
17 other countries and commensurate to the risks and dangers in the performance of their duties to
18 combat crimes and illegal drugs. The new compensation structure shall likewise promote an
19 effective, committed, competent and motivated corps of police officers and personnel. The base pay
20 increase for military and uniformed personnel shall take into consideration the prevailing fiscal
21 realities, particularly the effect on pension and the capacity of the government to sustain the
22 payment thereof.

23 **SECTION 3. Modified Pay Scale.** The monthly base pay of uniformed members of the Philippine
24 National Police in the active service shall be as follows:

Rank Classification	Base Pay
Police Officer I	PhP 29,668
Police Officer II	33,868
Police Officer III	37,330
Senior Police Officer I	43,542
Senior Police Officer II	47,026
Senior Police Officer III	50,788
Senior Police Officer IV	54,850
Inspector I	64,682
Senior Inspector	70,624
Chief Inspector	74,626
Superintendent	80,596
Senior Superintendent	87,042
Chief Superintendent	94,004

Director	101,526
Deputy Director General	118,420
Director General	135,000

1 **SECTION 4. Allowances.** The following PNP standard allowances and benefits granted under
2 existing laws shall be modified as follows:

RANK	QTRS ALLOWANCE	SUBS ALLOWANCE	CLOTHING ALLOWANCE	HAZARD PAY	PERA	LAUNDRY ALLOWANCE	PROVISIONAL ALLOWANCES	OFFICERS' ALLOWANCE
OFFICERS								
DIRECTOR GENERAL	4,500	7,500	1200	5390	2,000	1060	14,214	9000
DEP DIRECTOR GENERAL	4,300	7,500	1200	5390	2,000	1060	12,922	7000
DIRECTOR CHIEF SUPT	4,200	7,500	1200	5390	2,000	1060	10,679	5000
SR SUPT	4,050	7,500	1200	5390	2,000	1060	9,708	4000
SUPT CHIEF INSPECTOR SR	3900	7,500	1200	5390	2,000	1060	8,304	3000
INSPECTOR	3800	7,500	1200	5390	2,000	1060	7,061	2000
SR INSPECTOR	3700	7,500	1200	5390	2,000	1060	5,853	1500
INSPECTOR	3650	7,500	1200	5390	2,000	1060	5,003	1000
INSPECTOR	3600	7,500	1200	5390	2,000	1060	4,092	
NON-OFFICERS								
SR POL OFFR IV	3500	7,500	1200	5390	2,000	1030	2,651	
SR POL OFFR III	3500	7,500	1200	5390	2,000	1030	2,081	
SR POL OFFR II	3500	7,500	1200	5390	2,000	1030	1,688	
SR POL OFFR I	3450	7,500	1200	5390	2,000	1030	1,429	
POL OFFR III	3450	7,500	1200	5390	2,000	1030	992	
POL OFFR II	3400	7,500	1200	5390	2,000	1030	673	
POL OFFR I	3400	7,500	1200	5390	2,000	1030	342	

3 **SECTION 5. Adjustment in the Compensation Structure of other Uniformed Government**
4 **Personnel.** The Department of Budget and Management (DBM) shall develop a separate
5 salary schedule and other additional benefits scheme for the other uniformed personnel in
6 other government agencies within one (1) year after the passage of this Act.

7 **SECTION 6. Funding Source.** - The amount necessary for the implementation of this Act
8 shall be charged against the annual appropriations of the Philippine National Police.

9 **SECTION 7. Separability Clause.** - If any provision or part of this Act shall be declared invalid
10 or unconstitutional, the remaining parts or provisions not affected shall remain in full force
11 and effect.

12 **SECTION 8. Repealing Clause.** - All laws, decrees, executive orders, issuances, rules and
13 regulations or parts thereof inconsistent with the provisions of this Act are hereby
14 repealed or modified accordingly.

15 **SECTION 9. Effectivity Clause.** - This Act shall take effect immediately after its publication in
16 the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,